High Plains Psychology Internship Consortium (High Plains PIC)

Selection and Academic Preparation Requirements

High Plains Psychology Internship Consortium (High Plains PIC) currently offers 7 full-time positions: 3 positions in northern Colorado (placements at Colorado Center for Assessment and Counseling and Re-8), 3 positions in western Nebraska (placements at Educational Service Unit #13 and Options in Psychology), and 1 position in southeastern Wyoming (Volunteers of America - Northern Rockies).

Students interested in applying for the internship program should submit an online application through the APPIC website (www.appic.org).

Application

A complete application consists of the following materials:

1. A completed online AAPI (APPIC's standard application)
2. Cover letter (part of online AAPI) stating interest in training site(s). Applicants may indicate their interest in more than one site within the consortium in one cover letter.
3. A current Curriculum Vitae (as part of the online AAPI)
4. Three standardized reference forms, two of which must come from individuals who have directly supervised the applicant's work (as part of the online AAPI)
5. Official transcripts of all graduate coursework (as part of the online AAPI)
6. Supplementary materials:
    a) One full integrated assessment report (please redact appropriately)

All application materials must be received by December 1st in order to be considered. Applicants will be notified of their interview status by email on or before December 15. All interviews are held virtually.

Selection Criteria

High Plains PIC will review all complete applications received by December 1 and base its selection process on the entire application package noted above; however, applicants who have met the following qualifications prior to internship are considered preferred:

1. APA accredited doctoral program
2. A minimum of 350 intervention hours
3. A minimum of 50 assessment hours

4. Dissertation proposal scheduled or defended
5. Some experience or special interest in working with underserved and/or diverse populations, particularly those located in rural areas
6. Some experience or special interest in working with children and adolescents
7. School psychology applicants (for school positions only)

High Plains PIC is also partially affiliated with the University of Northern Colorado Department of School Psychology and therefore, applicants from UNC will be more heavily weighted. Applicants from other programs are still considered and encouraged to apply.

In addition to the preferences listed above, High Plains PIC values the unique contributions that individually and/or culturally diverse interns provide within training and work environments. The Training Committee strongly encourages diverse applicants to apply.

High Plains PIC also takes into consideration the potential commitment or interest of any prospective intern to remain in rural Colorado, Nebraska, or Wyoming following internship.

Developing a strong behavioral health workforce is an important consideration for High Plains PIC, and an interest in remaining in the rural, underserved area to join the workforce is considered a benefit for a potential intern.

Finally, High Plains PIC requires that matched interns meet additional site-level criteria, including a background check to begin their training year. If a matched intern does not meet site-level criteria, the match agreement will be terminated and the intern will not be allowed to complete their internship within High Plains PIC.

All applications are screened by High Plains PIC's Training Committee using a standard Application Rating Tool, and evaluated for potential goodness of fit with the internship program. Members of the Training Committee review and score each application. The Training Committee holds a selection meeting to determine which applicants to invite for interviews based on the results of the ratings. As noted above, applicants are notified of their interview status on or before December 15, and virtual interviews are held in early January. Interviews are conducted using a standard set of interview questions, although members of the Training Committee may ask additional interview questions of applicants as indicated.

The Training Committee holds a meeting within two weeks of the final interviews being completed in order to determine final applicant rankings. The full application package and information gathered from the interview process are used to determine applicant rankings. The list is finalized by consensus among the Training Committee members. High Plains PIC then submits its applicant rankings to the National Matching Service.

High Plains PIC participates in the APPIC Match process and agrees to abide by all APPIC Match policies. In accordance, High Plains PIC does not solicit, accept, or use any ranking-related information from any intern applicant.

Questions regarding the application, interview, and/or ranking process may be directed to High Plains PIC's Training Director.